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DEFENSIVE AERIAL GUNNER CAREER LADDER AFSCS 11130, 11150, 11170--ETC(U)
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AFSCs 1113Ø, 1115Ø, 1117Ø, AND 1119Ø.

AFPT 90-111-300

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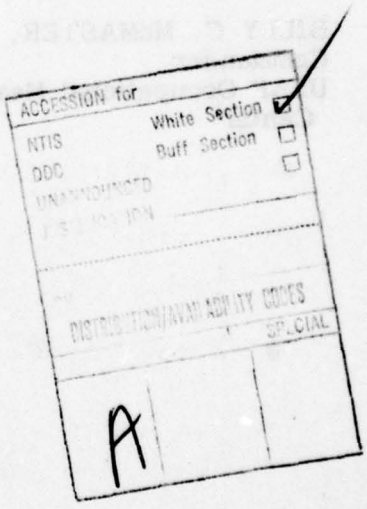
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USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Defensive Aerial Gunner career ladder (AFSCs 11130, 11150, 11170, and 11190). The project was directed by USAF Program Technical Training, Volume 2, dated February 1977. Authority for conducting occupational surveys is contained in AFR 35-2. The computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain David S. Street, Inventory Development Specialist. Second Lieutenant Kenneth J. Kramer analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Computer programs for analyzing the occupational data were designed by Dr Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: Task inventory booklets were administered to Defensive Aerial Gunner career ladder personnel during the period February through June 1978. Survey results are based on responses from 443 respondents, or 76 percent of the 576 assigned 111X0 personnel.

2. Career Ladder Structure: The major jobs identified within the career ladder were B-52D Gunners, B-52G Gunners, B-52H Gunners, B-52G&H Instructors, Upgrade Monitors, and Staff Managers. The three gunner groups composed the largest segment of the career field and are distinguished only by aircraft and fire control system differences. The other groups are composed of more experienced individuals who perform instructional, supervisory, or managerial tasks.

3. Career Progression: An analysis of DAFSC groups and TAFMS groups indicates flying and alert activities form the primary job across all skill level and enlistment groups. Flying and alert activities take up a smaller proportion of time in the 7- and 9-skill levels and 145+ Mos enlistment groups as these groups acquire supervisory and managerial duties.

4. Career Field Documents: An analysis of the AFR 39-1 Specialty Descriptions and the Specialty Training Standards (STS) indicates the career field documents give a good overview of the jobs in the career field but that both documents could be further refined in some areas.

OCCUPATIONAL SURVEY REPORT
DEFENSIVE AERIAL GUNNER CAREER LADDER
(AFSCs 11130, 11150, 11170, 11190)

INTRODUCTION

This is a report of an occupational survey of the Defensive Aerial Gunner career ladder (AFSCs 11130, 11150, 11170, and 11190) completed by the Occupational Survey Branch, USAF Occupational Measurement Center in October 1978.

The history of the career field dates back to the Turret System Gunners, 323X1s, of World War II vintage. In 1971, the Turret system gunner career field changed from 323X1 to 327X0, Defensive Fire Control System Operator. Then, under the enlisted aircrew reorganization, the career field received its present designation, 111X0, Defensive Aerial Gunner in May of 1975.

Personnel entering the Defensive Aerial Gunner career ladder are assigned to the Strategic Air Command (SAC) and are qualified as crew members on B-52 aircraft. Defensive aerial gunners spend a large amount of time in pre-flight, inflight, and post-flight gunner activity since they are responsible for the defensive fire control systems aboard the B-52 aircraft. In addition, gunners pull alert duties and take on numerous squadron additional duties. Defensive aerial gunners receive initial training from Combat Crew Training Squadrons (CCTSs) at Carswell AFB and at Castle AFB.

The current project was programmed as the initial survey of the career ladder (authorized by AFR 35-2 and identified by the USAF PTT Part II). This survey report addresses three areas: (1) development and administration of the survey instrument; (2) the job structure found within the Defensive Aerial Gunner career ladder and how it relates to skill level and experience level groups; and (3) comparisons of the job structure with current career ladder documents such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-111-300. A thorough research of career ladder publications and directives provided the basis for the inventory. Personal interviews with 10 subject matter specialists at two bases (Carswell AFB and Castle AFB) plus field reviews mailed to 60 subject matter specialists at 13 bases led to the development of the final inventory consisting of 431 tasks grouped under 15 duty headings.

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SURVEY ADMINISTRATION

During the period February through June 1978, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding Defensive Aerial Gunner DAFSCs. These job incumbents were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory completed a background information section and then checked each task performed in their current job.

After checking all tasks performed, each incumbent then rated each of the checked tasks on a nine-point scale to show relative time spent on a task as compared to all other tasks checked. Ratings ranged from one (very small amount of time spent) through 5 (average amount of time spent) to 9 (very large amount of time spent). To compute relative time spent for each task checked by a respondent, all an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task responses and the quotient multipled by 100 to obtain a percentage. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

SURVEY SAMPLE

Personnel were selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of June 1978. Table 1 also reflects the distribution of incumbents by major command in the final sample. Tables 2 and 3 reflect the distribution of the survey sample in terms of DAFSC and Total Active Federal Military Service (TAFMS) groups. An average of 70 percent of each skill level was sampled and approximately 17 percent of the sample were in their first enlistment. The 443 respondents making up this final sample represents 76 percent of the total AFSC population of 576 members and were found to be an adequate and representative sampling of the career ladder.

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TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	PERCENT OF PERSONNEL ASSIGNED	PERCENT OF SAMPLE
SAC	99	99
OTHER	1	1
TOTAL	100	100

TOTAL ASSIGNED - 576
TOTAL SAMPLED - 443
PERCENT SAMPLED - 76%

TABLE 2

DAFSC DISTRIBUTION OF SURVEY SAMPLE

DAFSC	NUMBER ASSIGNED	NUMBER SAMPLED	PERCENT OF ASSIGNED SAMPLED
11130	53	24	45%
11150	196	151	77%
11170	196	154	79%
11190	131	102	78%

TABLE 3

TAFMS DISTRIBUTION OF SURVEY SAMPLE

MONTHS IN SERVICE	1-48	49-96	97+
NUMBER IN FINAL SAMPLE	76	119	247
PERCENT OF SAMPLE	17%	27%	56%

CAREER LADDER STRUCTURE

A key aspect of the USAF occupational analysis program is to examine the actual structure of career fields -- what people are doing in the field rather than how official career field documents say they are organized. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP). These 40 programs generate a number of statistical products used in the analysis of the career ladder. The primary product used to analyze the career ladder structure is a hierarchical clustering of all jobs based on the similarity of tasks performed and the time spent performing these tasks. This process permits the identification of the major types of work performed in the occupation (career ladder) and such major types of work are then analyzed in terms of job description and background data. This information is then used to examine the accuracy and completeness of present career field documents (AFR 39-1 Specialty Descriptions, Specialty Training Standards, etc.) and to formulate an understanding of current utilization patterns.

The basic identifying group used in the hierarchical job structure is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. When there is a substantial degree of similarity between different job types, they are grouped together in a Cluster. Finally, there are often specialized jobs that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Based on task and time similarities, the major job groups identified for the 111X0 career ladder are listed below and illustrated in Figure 1.

I. B-52D Gunners (N=103)

- A. B-52D Line Gunners (N=87)
- B. B-52D Managers (N=11)

II. B-52G Gunners (N=158)

- A. B-52G Line Gunners (N=140)
- B. B-52G Managers (N=15)

III. B-52G&H Instructors (N=49)

IV. Upgrade Monitors (N=13)

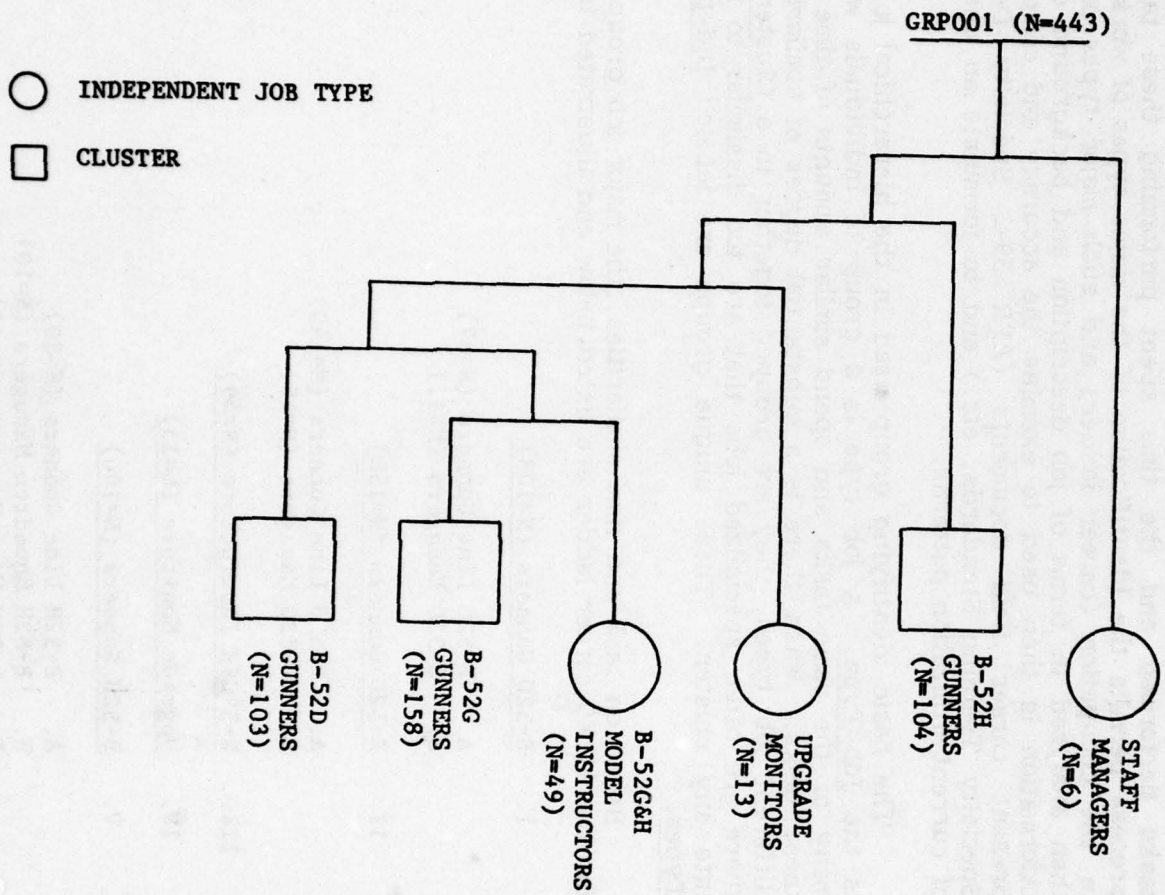
V. B-52H Gunners (N=104)

- A. B-52H Line Gunners (N=80)
- B. B-52H Squadron Managers (N=10)
- C. B-52H Wing Managers (N=10)

VI. Staff Managers (N=6)

FIGURE 1

DEFENSIVE AERIAL GUNNER CAREER LADDER STRUCTURE
AFSC 111X0



Ninety-eight percent of the incumbents in the sample were found to perform jobs within the six groups listed above. The remaining two percent did not meaningfully group together. These two percent did not have any distinguishable characteristics which might have separated them from other survey respondents. The group included three instructors, one retrainee, one squadron gunner, and four line gunners.

Group Descriptions

The following paragraphs contain brief descriptions of the major groups constituting the Defensive Aerial Gunner career ladder. Tables 4 through 7 present job satisfaction information for the major groups and Tables 8 through 11 present selected background data. Representative tasks and duties for each of the major groups are presented in Appendix A.

I. B-52D Gunners (GRP019). The 103 members of this cluster, representing 23 percent of the survey sample, perform the full spectrum of defensive aerial gunner duties within the five B-52D squadrons in the Air Force. The respondents, representing all skill levels, perform the day-to-day flight and alert activities associated with B-52D defensive gunnery systems. Sixteen percent of the personnel were in their first enlistment. Job interest and felt utilization of talents are high but not as high as normative data for airborne personnel surveyed in 1977 (See Tables 4 and 5). Utilization of training however, was higher when compared with the normative data (See Table 4).

Within the cluster, two job types were identified. The B-52D Line Gunners (GRP046) perform the ordinary flying and alert duties associated with defensive aerial gunners. Typically, the line gunner pulls alert 6-15 days a month (See Table 13). The remainder of these line gunner's time is spent in various flight and ground activities. Flight activities include tasks ranging from performing takeoff checks and performing climb procedures to identifying malfunctions on the MD-9 fire control system, the B-52D's weapon system. Ground activities range from attending training sessions and coordinating aircrew transportation to performing stanboard evaluations and responding to alert exercises. B-52D instructors, stationed at Carswell AFB, fell into this line gunner job type as they are considered crew resources and instruct students in addition to their flight duties.

The B-52D Managers (GRP051) fill the administrative positions in the B-52D squadrons and wings. These members spend time in flying activities but spend a relatively large amount of their time scheduling or training line gunners and preparing records or reports. Common tasks of B-52D managers include preparing briefings, receiving flight publications, evaluating student progress as well as performing equipment checks and operating fire control systems. Although managers do spend time flying, they are not considered crew resources and spend

no time on alert (See Table 13). Members are senior level personnel averaging 22 years Total Active Federal Military Service (TAFMS).

II. B-52G Gunners (GRP025). This cluster of 158 gunners, representing 36 percent of all survey respondents, perform defensive aerial gunner duties in the B-52G's. Ten of the twenty B-52 squadrons are equipped with the "G" model. Twenty-three percent of the incumbents in the cluster are in their first enlistment. Job interest and utilization of talents is high but again not as high as 1977 norms for all airborne personnel (See Table 4 and 6). Perceived utilization of training was very high, but only slightly higher than the 1977 normative data (See Table 4).

Within this cluster, two job types were identified. The B-52G Line Gunners (GRP045) perform the majority of flying and alert duties associated with B-52G gunners. Eighty-eight percent of the job incumbents pull 6-15 days per month on alert (See Table 14). When not on alert, incumbents spend their time flying, attending training sessions and briefings, and performing additional duties. One major difference in the job of the B-52G line gunner as opposed to the D-model gunner (Cluster I), is the B-52G gunner isolates malfunctions on and operates the ASG-15 fire control system, a more advanced model of the D-model's MD-9 weapon system. Common tasks include performing station checks on B-52Gs, performing takeoff checks, and attending alert briefings.

The B-52G Managers (GRP043) fill the administrative positions for gunners in G-model wings and squadrons. These managers are all senior 9-skill level personnel and average over 20 years TAFMS. Organizing, training, and scheduling gunners in addition to other planning tasks take up the largest percentage of the G-model managers time. Common tasks of B-52G managers include performing training critiques, analyzing mission requirements, and advising gunners. Managers spend a majority of their time flying but are not flying as much nor are they spending as much time on alert as are line gunners. (See Table 14).

III. B-52G and H model Instructors (GRP029). This independent job type consists of 49 predominantly 7- and 9-skill level personnel who are assigned to the 4017th Combat Crew Training Squadron (CCTS) and 93rd Bomb Wing at Castle AFB. These personnel provide training for all gunners entering the 15 G- and H-model B-52 squadrons. The instructors provide training in the G-model fire control system (ASG-15), and the H-model system (ASG-21) as well as in the different aircraft systems of the G- and H-model B-52 aircraft. Common tasks include evaluating students, evaluating training devices, and conducting initial qualification training. The instructors are not considered crew resources and hence pull no alert duty (See Table 12), although they do fly for proficiency. The group averages over 16 years of TAFMS, with none being first enlistment personnel (See Table 8). Job interest and perceived utilization of talents and training are high and approximate or exceed the 1977 normative data for aircrew personnel in this area (See Table 4).

IV. Upgrade Monitors (GRP013). The thirteen members of this group (three percent of the survey respondents) fill an administrative position found in every B-52 wing. Upgrade monitors plan and chart the progress of all wing personnel (pilots, navigators, gunners, etc) as they progress to higher levels of skill proficiency. Common tasks include initiating ground training, scheduling ground training, and preparing training records. Upgrade monitors spend only 40 percent of their time flying, as training and planning tasks fill the remainder of their time. Upgrade monitors are not considered crew resources and pull few alert duties (see Table 12). Job interest and perceived utilization of talents and training are very high and they surpass the 1977 normative data in these areas for all enlisted aircrew personnel (See Table 4). No incumbents are in their first enlistment and the group averages over 21 years TAFMS (See Table 8).

V. B-52H Gunners (GRP012). This cluster of 104 gunners represents 23 percent of the survey respondents. As with the B-52D and B-52G gunners, these incumbents, represent all skill levels and handle all gunnery duties in B-52H squadrons. Twenty-two percent of the cluster are first enlistment personnel. Job interest and perceived utilization of training and talents are lower than the other gunner clusters and the 1977 normative data (See Tables 4 and 7).

Three job types are identified within this cluster. The B-52H Line Gunners (GRP061) like the two other groups of line gunners, perform the majority of flying activity and alert responsibility. Eighty-six percent of the line gunners perform alert functions for 6 to 15 days per month (See Table 15) with the remainder of their time filled by flying activities such as performing preflight and postflight aircraft procedures and by training sessions. The line gunner also operates and isolates malfunctions on the ASG-21 fire control system which is only found on B-52H model aircraft. Common tasks include performing interior inspections on B-52H's, performing after level off checks on B-52H's, and performing daily alert preflight procedures.

The B-52H Wing Managers (GRP020) fill administrative positions in B-52H wing-level staffs. Wing Managers spend relatively large amounts of time in organizing and planning tasks such as initiating ground programs, planning ground training and analyzing mission requirements. Wing managers still spend time flying but are not crew resources and perform no alert duties (See Table 15). These managers are 9-skill level personnel averaging over 23 years TAFMS.

The B-52H Squadron Managers (GRP070) fill the administrative positions found in each B-52H squadron. Squadron managers spend more time flying and less time organizing and planning than their counterparts at the wing level. Squadron managers do spend a relatively large amount of time in training functions like conducting training, advising gunners, or counseling students. Squadron managers perform some alert duties, with 30 percent indicating they spend 6-15 days on alert each month (See Table 15). Squadron managers are 7- or 9-skill level personnel averaging over 17 years TAFMS.

VI. Staff Managers (GRP006). This group of six incumbents represent one percent of the survey respondents and consist of high-level staff managers, such as the CINCSAC gunner, the 8th and 15th AF gunners and the MPC monitor for the career field. Organizing, implementing, planning, and other supervisory duties dominate the group's work. Specific examples of tasks are participating in staff meetings, writing staff studies, and acting as a training advisor on the staff level. The group spends 96 percent of its time in supervisory or administrative functions, does little flying, and spends no time on alert. The incumbents in the group are all 9-skill level personnel and average over 24 years TAFMS. Job satisfaction and felt utilization of talents and training for the group is lower than the normative data for aircrew personnel. (See Tables 4, 8 and 12).

Summary

From the groups identified in the career ladder structure, it is clear that the majority of all skill level personnel perform the full spectrum of defensive aerial gunner duties. While there are groups of instructors and managers performing distinct jobs apart from a line gunner, the majority of career field members perform line gunner tasks in both flying and alert activities. The major differences in the career field groups reflect equipment and aircraft differences.

TABLE 4

JOB SATISFACTION FOR MAJOR JOB GROUPS (PERCENT MEMBERS RESPONDING)

	B-52D GUNNERS (GRP019)	B-52G GUNNERS (GRP025)	B-52G&H INSTRUCTORS (GRP029)	UPGRADE MONITORS (GRP013)	B-52H GUNNERS (GRP012)	STAFF MANAGERS (GRP006)	1977 NORMATIVE DATA*
JOB INTEREST							
DULL	15	13	8	0	10	17	3
SO-SO	8	10	2	0	16	0	6
INTERESTING	76	76	88	92	74	83	91
NO REPLY	1	1	2	8	0	0	0
UTILIZATION OF TALENTS							
NOT AT ALL OR VERY LITTLE	29	31	4	0	38	17	14
FAIRLY WELL OR BETTER	70	69	94	100	62	83	86
NO REPLY	1	0	2	0	0	0	0
UTILIZATION OF TRAINING							
NOT AT ALL OR VERY LITTLE	5	6	0	0	15	17	14
FAIRLY WELL OR BETTER	94	93	98	100	84	83	86
NO REPLY	1	1	2	0	1	0	0
REENLISTMENT INTENTIONS							
NO OR PROBABLY NO	33	36	29	15	35	33	44
YES OR PROBABLY YES	65	60	71	85	63	67	56
NO REPLY	2	2	0	0	2	0	0

* FOR AIRBORNE SPECIALTIES SURVEYED IN 1977. THESE INCLUDE ALL 111XX PERSONNEL SURVEYED IN 1977.

TABLE 5

JOB SATISFACTION FOR B-52D GUNNER CLUSTER PERSONNEL
(PERCENT MEMBERS RESPONDING)

	B-52D GUNNERS (GRP019)	B-52D MANAGERS (GRP051)	B-52D LINE GUNNERS (GRP046)
JOB INTEREST			
DULL	15	18	14
SO-SO	8	0	9
INTERESTING	76	82	76
NO REPLY	1	0	1
UTILIZATION OF TALENTS			
NOT AT ALL OR VERY LITTLE	29	27	30
FAIRLY WELL OR BETTER	70	73	69
NO REPLY	1	0	1
UTILIZATION OF TRAINING			
NOT AT ALL OR VERY LITTLE	5	0	6
FAIRLY WELL OR BETTER	94	100	93
NO REPLY	1	0	1
REENLISTMENT INTENTIONS			
NO OR PROBABLY NO	33	9	38
YES OR PROBABLY YES	65	91	60
NO REPLY	2	0	2

TABLE 6

JOB SATISFACTION FOR THE B-52G GUNNER CLUSTER (PERCENT MEMBERS PERFORMING)

	B-52G GUNNERS (GRP025)	B-52G MANAGERS (GRP043)	B-52G LINE GUNNERS (CRP045)
JOB INTEREST			
DULL	13	0	15
SO-SO	10	7	9
INTERESTING	76	86	75
NO REPLY	1	7	1
UTILIZATION OF TALENTS			
NOT AT ALL OR VERY LITTLE	31	20	33
FAIRLY WELL OR BETTER	69	80	67
NO REPLY	0	0	0
UTILIZATION OF TRAINING			
NOT AT ALL OR VERY LITTLE	6	0	7
FAIRLY WELL OR BETTER	94	100	93
NO REPLY	0	0	0
REENLISTMENT INTENTIONS			
NO OR PROBABLY NO	41	53	39
YES OR PROBABLY YES	58	47	60
NO REPLY	1	0	1

TABLE 7

JOB SATISFACTION FOR THE B-52H GUNNER CLUSTER
(PERCENT MEMBERS PERFORMING)

	B-52H GUNNERS (GRP012)	B-52H WING MANAGERS (GRP020)	B-52H LINE GUNNERS (GRP061)	B-52H SQUADRON MANAGERS (GRP070)
JOB INTEREST				
DULL	10	0	11	0
SO-SO	16	0	19	0
INTERESTING	74	100	70	100
NO REPLY	0	0	0	0
UTILIZATION OF TALENTS				
NOT AT ALL OR VERY LITTLE	38	0	43	30
FAIRLY WELL OR BETTER	62	100	57	70
NO REPLY	0	0	0	0
UTILIZATION OF TRAINING				
NOT AT ALL OR VERY LITTLE	15	0	15	20
FAIRLY WELL OR BETTER	84	100	84	80
NO REPLY	1	0	1	0
REENLISTMENT INTENTIONS				
NO OR PROBABLY NO	35	40	35	30
YES OR PROBABLY YES	63	60	62	70
NO REPLY	2	0	3	0

TABLE 8

BACKGROUND INFORMATION FOR MAJOR CAREER LADDER GROUPS

	B-52D GUNNERS (N=103)	B-52G GUNNERS (N=158)	B-52G&H INSTRUCTORS (N=49)	UPGRADE MONITORS (N=13)	B-52H GUNNERS (N=104)	STAFF MANAGERS (N=6)
AVERAGE GRADE	5.4	4.9	6.3	7.5	5.3	8.5
AVERAGE TIME IN CAREER FIELD (MOS)	79	66	121	186	74	242
AVERAGE TIME IN SERVICE (MOS)	139	122	193	254	133	295
PERCENT MEMBERS IN FIRST ENLISTMENT	16	23	0	0	22	0
AVERAGE NUMBER OF TASKS PERFORMED	183	162	231	155	151	47
DAFSC DISTRIBUTION (PERCENT)						
11130	5	7	0	0	7	0
11150	39	45	4	0	37	0
11170	32	33	67	8	31	0
11190	21	15	27	92	21	100
NOT REPORTED	3	0	2	0	4	0

TABLE 9

BACKGROUND INFORMATION FOR THE B-52D CLUSTER

	B-52D GUNNERS (N=103)	B-52D MANAGERS (N=11)	B-52D LINE GUNNERS (N=87)
AVERAGE GRADE	5.4	7.5	5.1
AVERAGE TIME IN CAREER FIELD (MOS)	79	184	65
AVERAGE TIME IN SERVICE (MOS)	139	264	124
PERCENT MEMBERS IN FIRST ENLISTMENT	16	0	18
AVERAGE NUMBER OF TASKS PERFORMED	183	228	180
DAFSC DISTRIBUTION (PERCENT)			
11130	5	0	5
11150	39	0	45
11170	32	9	33
11190	21	82	15
NOT REPORTED	3	9	2

TABLE 10

BACKGROUND INFORMATION FOR THE B-52G CLUSTER

	B-52G GUNNERS (N=158)	B-52G MANAGERS (N=15)	B-52G LINE GUNNERS (N=140)
AVERAGE GRADE	4.9	7.4	4.7
AVERAGE TIME IN CAREER FIELD (MOS)	66	170	54
AVERAGE TIME IN SERVICE (MOS)	122	250	106
PERCENT MEMBERS IN FIRST ENLISTMENT	23	0	27
AVERAGE NUMBER OF TASKS PERFORMED	162	195	179
DAFSC DISTRIBUTION (PERCENT)			
11130	7	0	8
11150	45	0	50
11170	33	13	31
11190	15	87	9
NOT REPORTED	0	0	2

TABLE 11

BACKGROUND INFORMATION FOR THE B-52H CLUSTER

	B-52H GUNNERS (N=104)	B-52H WING MANAGERS (N=10)	B-52H SQUADRON MANAGERS (N=10)	B-52H LINE GUNNERS (N=80)
AVERAGE GRADE	5.3	7.9	6.6	4.8
AVERAGE TIME IN CAREER FIELD (MOS)	74	215	109	52
AVERAGE TIME IN SERVICE (MOS)	133	284	206	105
PERCENT MEMBERS IN FIRST ENLISTMENT	22	0	0	27
AVERAGE NUMBER OF TASKS PERFORMED	151	202	204	137
DAFSC DISTRIBUTION (PERCENT)				
11130	7	0	0	9
11150	37	0	0	46
11170	31	0	30	35
11190	21	100	70	5
NOT REPORTED	4	0	0	5

TABLE 12

ALERT DUTY PERFORMANCE FOR MAJOR CAREER LADDER GROUPS

DAYS PER MONTH	B-52D GUNNERS (GRP019)	B-52G GUNNERS (GRP025)	B-52G&H INSTRUCTORS (GRP029)	UPGRADE MONITORS (GRP013)	B-52H GUNNERS (GRP012)	STAFF MANAGERS (GRP006)
0	25	10	100	92	17	83
1-5	2	7	0	0	8	0
6-10	39	47	0	0	31	0
11-15	34	34	0	0	40	0
16-20	0	1	0	0	1	0
21+	0	0	0	0	0	0
NOT REPORTED	0	1	0	8	3	17

TABLE 13

ALERT DUTY PERFORMANCE FOR THE B-52D CLUSTER

DAYS PER MONTH	B-52D GUNNERS (GRP019)	B-52D MANAGERS (GRP051)	B-52D LINE GUNNERS (GRP046)
0	25	100	15
1-5	2	0	2
6-10	39	0	45
11-15	34	0	38
16-20	0	0	0
21+	0	0	0
NOT REPORTED	0	0	0

TABLE 14

ALERT DUTY PERFORMANCE FOR THE B-52G CLUSTER

DAYS PER MONTH	B-52G GUNNERS (GRP025)	B-52G MANAGERS (GRP043)	B-52G LINE GUNNERS (GRP045)
0	10	73	2
1-5	7	0	7
6-10	47	20	50
11-15	34	7	38
16-20	1	0	1
21+	0	0	0
NOT REPORTED	1	0	2

TABLE 15

ALERT DUTY PERFORMANCE FOR THE B-52H CLUSTER

DAYS PER MONTH	B-52H GUNNERS (GRP012)	B-52H WING MANAGERS (GRP020)	B-52H SQUADRON MANAGERS (GRP070)	B-52H LINE GUNNERS (GRP061)
0	17	100	40	4
1-5	8	0	30	6
6-10	31	0	10	38
11-15	40	0	20	48
16-20	1	0	0	1
21+	0	0	0	0
NOT REPORTED	3	0	0	3

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the career ladder structure, forms a part of each occupational analysis. The DAFSC analysis allows for the identification of differences between skill levels. DAFSC data also aids in the analysis of career field documents such as the AFR 39-1 specialty descriptions and the Specialty Training Standard (STS).

The 111X0 career field is a small but very homogeneous career field. The majority of respondents perform the same aircrew-related tasks associated with being a defensive aerial gunner regardless of skill level. Table 16 shows the distribution of skill levels throughout the career ladder groups.

Table 17 shows the relative time spent by all skill level groups on the various duties in the job inventory. On aircrew related duties (Duties F through O), there is little difference in percent time spent between the 3-, 5-, 7-, and 9-skill levels. The small differences in duty performance indicate little decrease in flying activity in incumbents across skill levels. Table 18 further highlights this small difference by showing similarities in the percent members specific aircrew tasks across DAFSC's.

In supervisory and administrative duties (Duties A through E), percent time spent does rise at the 7- and 9-skill levels but the key point is many senior personnel still perform the technical tasks of qualified aircrew members and they are still considered crew resources. Once an incumbent is an aircrew member, for the most part, he remains an aircrew member throughout his career except when assigned to a special duty or staff position.

Skill Level Duties

The 5-skill level job incumbent is primarily a line gunner. The 5-skill level incumbent spends over 90 percent of his time in aircrew related duties (Duties F through O). Very few 5-skill level incumbents serve in any training or supervisory capacity. Representative tasks performed by 5-skill level respondents include attending daily alert functions, coordinating fire control system (FCS) activities, performing preflight inspections, and operating B-52 FCSs in the normal mode.

The 7-skill level continues to perform primarily as a line gunner but more 7-skill level incumbents take on jobs as instructors or as flight examiners. While 5-skill level respondents spend more time on alert, 7-skill levels spend more time on instructor-related tasks such as scoring tests, evaluating training techniques, and evaluating student progress. Apart from 7-skill level instructors, most 7-skill level personnel are very much like 5-skill level incumbents -- primarily line gunners serving in a few supervisory or administrative roles. Table 19 shows those tasks best differentiating between 5- and 7-skill level respondents.

The 9-skill level, while still spending over 60 percent of his time in aircrew-related duties, performs the majority of the supervisory or administrative tasks in this career field. Some 9-skill levels are still crew resources and perform supervisory tasks such as assigning duty positions and evaluating administrative forms as additional duties. Many 9-skill level gunners, however, are no longer crew resources and perform management tasks such as draft or revise job descriptions, analyze mission priorities, and conduct conferences or briefings as their primary function. For example, Wing Gunners and numbered Air Force gunners are no longer crew resources but serve primarily in a supervisory or managerial role. Table 20 delineates differences between 7- and 9-skill level respondents. As shown, more 9-skill level incumbents perform management and supervisory tasks while more 7-skill levels perform aircrew-related alert tasks.

TABLE 16

JOB GROUP DISTRIBUTION FOR DAFSC GROUPS
(PERCENT MEMBERS RESPONDING)

JOB GROUPS	DAFSC 11150 (N=154)	DAFSC 11170 (N=151)	DAFSC 11190 (N=102)
I. B-52D GUNNERS (GRP019)	26	22	21
A. B-52D MANAGERS (GRP051)	0	*	9
B. B-52D LINE GUNNERS (GRP046)	25	19	13
II. B-52G GUNNERS (GRP025)	46	35	23
A. B-52G MANAGERS (GRP043)	0	1	13
B. B-52G LINE GUNNERS (GRP045)	45	29	12
III. B-52G & H MODEL INSTRUCTORS (GRP029)	1	22	13
IV. UPGRADE MONITORS (GRP013)	0	*	12
V. B-52H GUNNERS (GRP012)	25	21	21
A. B-52H WING MANAGERS (GRP020)	0	0	10
B. B-52H LINE GUNNERS (GRP061)	24	19	4
C. B-52H SQUADRON MANAGERS (GRP070)	0	2	7
VI. STAFF MANAGERS (GRP006)	0	0	6

* INDICATES LESS THAN ONE PERCENT

TABLE 17

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTY		DAFSC 11150 (N=154)	DAFSC 11170 (N=151)	DAFSC 11190 (N=102)
A	ORGANIZING AND PLANNING	*	2	6
B	DIRECTING AND IMPLEMENTING	*	2	7
C	INSPECTING AND EVALUATING	*	2	5
D	TRAINING	2	5	11
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	2	4	7
F	MISSION PLANNING	10	8	7
G	PERFORMING PREFLIGHT PROCEDURES	6	5	3
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	8	6	5
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	17	17	15
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	18	18	12
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	5	6	3
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	10	9	7
M	PERFORMING ALERT PROCEDURES	11	7	2
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4	4	5
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	0	5	5

* INDICATES LESS THAN ONE PERCENT

TABLE 18

SIMILARITIES IN TASKS PERFORMED ACROSS DAFSC GROUPS
(PERCENT MEMBERS PERFORMING)

TASK		DAFSC 11150	DAFSC 11170	DAFSC 11190
F12	PREPARE PILOT HIGH ALTITUDE ROUTE MAPS	98	92	73
G11	PICK UP OR INSPECT FLIGHT LUNCHES	97	97	87
G9	PERFORM PREFLIGHT WALKAROUND INSPECTIONS	96	97	93
G10	PICK UP OR INSPECT AIRCRAFT LIFE SUPPORT EQUIPMENT	92	91	85
H19	PERFORM OR REPORT OXYGEN SYSTEM CHECKS	94	89	85
L3	PARTICIPATE IN CREW MAINTENANCE DEBRIEFINGS	96	96	93
F4	COORDINATE ORDERING OF AIRCREW FLIGHT LUNCHES WITH AIRCREW OR TRANSPORTATION AGENCIES	97	97	87
I62	PERFORM STATION CHECKS ON B-52H	94	94	88
L2	COLLECT OR TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	95	95	90
M2	ATTEND DAILY ALERT BRIEFINGS	97	69	28
M1	ATTEND ASSUMPTION OF ALERT BRIEFINGS	97	73	29
M24	RESPOND TO ALERT OR SCRAMBLE EXERCISES	95	74	26
F10	PLAN OR COORDINATE FCS ACTIVITIES WITH OTHER AIRCREW MEMBERS	97	98	92
L1	ANNOTATE AIRCRAFT WRITE-UPS ON MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	94	95	93
F14	REVIEW FCS ACTIVITIES ON WEEKLY AIRCREW FLYING SCHEDULES	79	87	85
F11	PREPARE FCS PLANNING LOGS OR FORMS	94	97	93
M18	PERFORM OR PRACTICE GROUND CREW DUTIES	94	74	25

TABLE 19

TASKS BEST DIFFERENTIATING BETWEEN 5- AND 7-SKILL LEVEL 111X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 11150	DAFSC 11170	DIFFERENCE
M2	ATTEND DAILY ALERT BRIEFINGS	97	69	+28
M17	PERFORM NO-LONE-ZONE SECURITY PROCEDURES	97	72	+25
M1	ATTEND ASSUMPTION OF ALERT BRIEFINGS	97	72	+25
M24	RESPOND TO ALERT OR SCRAMBLE EXERCISES	95	73	+22
F13	REVIEW BOMB RUN TIMING OR OFFSET CHECKS WITH NAVIGATORS	82	61	+21
N2	PARTICIPATE IN MONTHLY SAFETY MEETINGS	26	76	-50
D1	ADMINISTER OR SCORE TESTS	12	58	-46
D22	EVALUATE PROGRESS OF STUDENTS	10	45	-35
D27	PERFORM TRAINING CRITIQUES	15	50	-35
D31	WRITE TEST QUESTIONS	23	55	-32

TABLE 20

TASKS BEST DIFFERENTIATING BETWEEN 7- AND 9-SKILL LEVEL 111X0 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 11170	DAFSC 11190	DIFFERENCE
M18	PERFORM OR PRACTICE GROUND CREW DUTIES	74	25	+49
M24	RESPOND TO ALERT OR SCRAMBLE EXERCISES	73	25	+48
M19	PERFORM PREPARATION OR CERTIFICATION ON ASSIGNED EWO SORTIES	74	30	+44
M1	ATTEND ASSUMPTION OF ALERT BRIEFINGS	72	29	+43
M2	ATTEND DAILY ALERT BRIEFINGS	69	28	+41
A1	ACT AS TRAINING ADVISOR AT STAFF LEVEL	13	64	-51
B2	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	30	84	-54
B9	DRAFT CORRESPONDENCE	26	73	-47
B18	INTERPRET POLICIES, DIRECTIVE, OR PROCEDURES FOR SUBORDINATES	40	80	-40
D2	ADVISE UNIT GUNNERS OF LATEST EQUIPMENT MODIFICATIONS OR PROCEDURES	33	64	-31

ANALYSIS OF TAFMS GROUPS

An analysis of groups of personnel by years of total active federal military service (TAFMS) occurs in this section. Table 21 lists the relative percent time spent on the various duties by TAFMS groups and reflects the same homogeneity found in the CAREER LADDER STRUCTURE and ANALYSIS OF DAFSC GROUPS sections of the report.

Incumbents in all enlistment groups are defensive aerial gunners, with only minor variations in the gunner job in any enlistment period. Very little change occurs in the line gunner's job across TAFMS groups except for the addition of supervisory and managerial tasks in higher TAFMS groups. First term respondents spend 97 percent of their time in flight activity (Duties F through O, See Table 21). The amount of time spent in flying duties decreases very slowly through AFMS groups, with sixth enlistment personnel still spending 67 percent of their time in flying activities. Training and supervisory duties increase in higher TAFMS groups but the primary job of personnel in these groups still centers around flying. Alert duty also decreases in the high TAFMS groups.

In summary, there are only small differences in the jobs performed by different TAFMS groups. The 145+ Mos TAFMS groups shred alert duties and take on managerial and supervisory duties to account for the small differences. Most incumbents are primarily flying gunners regardless of TAFMS groups.

TABLE 21

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

DUTY		1-48 MONTHS (N=76)	49-96 MONTHS (N=119)	97-144 MONTHS (N=47)	145-192 MONTHS (N=53)	193-240 MONTHS (N=55)	241+ MONTHS (N=92)
A	ORGANIZING AND PLANNING	*	1	3	2	3	6
B	DIRECTING AND IMPLEMENTING	*	1	1	2	3	7
C	INSPECTING AND EVALUATING	*	*	1	2	2	5
D	TRAINING	*	3	3	5	7	10
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	2	3	3	5	5	6
F	MISSION PLANNING	10	10	8	9	8	7
G	PERFORMING PREFLIGHT PROCEDURES	6	6	5	5	5	4
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	8	7	7	7	6	5
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	18	17	18	17	16	12
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	16	19	17	16	16	16
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	6	5	8	4	6	3
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	11	10	9	10	9	7
M	PERFORMING ALERT PROCEDURES	11	9	9	7	6	2
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4	4	4	4	4	5
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	5	5	4	5	5	5

* DENOTES LESS THAN ONE PERCENT

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 111X0 job survey, incumbents holding a 7- or 9-skill level were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty. Difficulty is defined as the length of time it takes an average airmen to learn to do the task. Interrater reliability (as assessed through components of variance of standardized group means) for the 43 raters was .93. Ratings were adjusted so tasks of average difficulty had ratings of 5.00.

Table 22 lists the 10 tasks rated most difficult. A majority of the ten most difficult tasks involve the planning or evaluation functions of gunner activities. Other tasks rated above average in difficulty are initiating ground and flight training programs, preparing standardization reports and counseling personnel.

Table 23 lists the 10 least difficult tasks as rated by incumbents. Attending briefings, picking up flight lunches, and turning in life support equipment are among the 10 least difficult tasks. Other below average difficulty tasks include performing station checks, preparing gunnery forms, and administering or scoring tests.

Table 24 lists representative tasks of average difficulty. Tasks of average difficulty includes such gunner tasks as performing fireout procedures, identifying fire control system malfunctions, and performing emergency procedures.

TABLE 22

THE 10 MOST DIFFICULT TASKS FOR 111X0 RESPONDENTS

TASKS		TASK DIFFICULTY	PERCENT MEMBERS PERFORMING
A6	DEVELOP STANDARDIZATION, EVALUATION, OR INSPECTION PROCEDURES	7.92	23
C21	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	7.78	17
A13	PLAN OR ORGANIZE COMBAT CREW TRAINING COURSES	7.77	23
D15	DEVELOP RESIDENT COURSE, CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS OR CONTINUATION TRAINING MATERIALS	7.73	7
A11	PLAN EMERGENCY WAR ORDER (EWO) EMPLOYMENT OF FIRE CONTROL SYSTEMS (FCS)	7.67	15
A8	DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.50	6
C7	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	7.38	14
A9	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	7.33	20
C17	PERFORM STANDARDIZATION EVALUATIONS	7.18	17
A1	ACT AS TRAINING ADVISOR AT STAFF LEVEL	7.12	21

TABLE 23

THE 10 LEAST DIFFICULT TASKS OF 111X0 RESPONDENTS

TASKS		TASK DIFFICULTY	PERCENT MEMBERS PERFORMING
I62	PERFORM TERMINATE COUNTERMEASURES (TCM) PROCEDURES	3.21	93
M2	ATTEND DAILY ALERT BRIEFINGS	3.20	72
G1	ATTEND PREMISSION BRIEFINGS SUCH AS WEATHER BRIEFINGS, CELL FORMATION BRIEFINGS, OR MISSION BRIEFING REVIEWS	3.12	89
F8	PERFORM CREW INFORMATION FILE CHECKS	2.87	76
L25	TURN IN AIRCRAFT LIFE SUPPORT EQUIPMENT	2.78	76
F4	COORDINATE ORDERING OF AIRCREW FLIGHT LUNCHES WITH AIRCREW OR TRANSPORTATION AGENCIES	2.76	94
A3	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	2.69	7
F5	COORDINATE AIR CREW TRANSPORTATION WITH AIRCREW OR TRANSPORTATION AGENCIES	2.67	50
L2	COLLECT OR TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	2.66	94
G11	PICK UP OR INSPECT FLIGHT LUNCHES	2.57	95

TABLE 24

REPRESENTATIVE AVERAGE DIFFICULTY TASKS

TASKS		TASK DIFFICULTY	PERCENT MEMBERS PERFORMING
L19	PERFORM STRANGE FIELD DISARMING PROCEDURES ON B-52G	5.97	31
N6	PERFORM B-52H FCS PROCEDURES ON T-1 SIMULATORS OR MOCKUPS	5.90	34
I47	PERFORM OR PRACTICE SCOPE AZIMUTH ADJUSTMENTS	5.67	40
I36	PERFORM FLIGHT TEST CRUISE PROCEDURES FOR PROCEDURE OR EQUIPMENT VALIDATIONS	5.60	23
K9	IDENTIFY FREQUENCY FAILURE MALFUNCTIONS ON B-52H	5.56	34
J28	IDENTIFY NO GRAVITY CORRECTION MALFUNCTIONS ON B-52G OR B-52D	5.44	71
E1	PREPARE ACCIDENT OR INCIDENT REPORTS	5.35	11
O22	PERFORM OR PRACTICE BAILOUT EJECTION SEAT PROCEDURES ON B-52G OR B-52H	5.30	48
J29	IDENTIFY NO LEAD CORRECTION MALFUNCTIONS ON B-52G OR B-52D	5.26	73
I46	PERFORM OR PRACTICE NORTH AMERICAN AIR DEFENSE PENETRATION EXERCISE CRUISE PROCEDURES	5.15	40
I32	PERFORM FIREOUT PROCEDURES ON B-52D OR B-52G	5.07	63
H10	PERFORM CELL JOIN-UP PROCEDURES ON B-52D OR B-52G	4.86	71
M4	PERFORM AIRCRAFT COCKING PROCEDURES ON B-52D	4.79	18
H22	PERFORM STATION KEEPING PROCEDURES ON B-52D OR B-52G	4.66	45
J47	IDENTIFY TOO MUCH NOISE ON B OR C SCOPE MALFUNCTIONS ON B-52G OR B-52D	4.62	72
I10	OPERATE ULTRA-HIGH FREQUENCY (UHF) RADIOS	4.53	70
K12	IDENTIFY INCORRECT ATA MINIMUM MALFUNCTIONS ON B-52H	4.49	33
I15	PERFORM AIR REFUELING PROCEDURES ON B-52G	4.35	51
H24	PERFORM TAKEOFF PROCEDURES ON B-52D	4.22	25
H14	PERFORM ENGINE START PROCEDURES ON B-52D	4.03	23

JOB DIFFICULTY INDEX (JDI)

Having computed the task difficulty index for each item, it is now possible to compute the Job Difficulty Index (JDI) for the groups identified in the survey analysis. This index provides a relative measure of which jobs, when compared to all other jobs in the career field, are more or less difficult. An equation using the number of tasks performed and the average difficulty per unit spent as variables is the basis for the JDI index. The index ranges from 1 for very easy jobs to 25 for very difficult jobs. The indices are adjusted so the average job difficulty index is 13.00. The JDI was computed for the job types identified in the CAREER LADDER STRUCTURE.

Table 25 presents the JDIs for the career ladder groups. The JDIs for the B-52D, G and H gunner clusters are of primary interest here. The H-model cluster has the lowest JDI (11.4) of the three clusters, followed by the G-model cluster (12.3) and then the D-model cluster (13.9). Within each of the three cluster, JDIs for the manager job types are very similar. Thus the delineating differences among cluster JDIs comes primarily from the line gunner groups.

In examining tasks specific to each type of aircraft (i.e. B-52D, B-52G, B-52H), it was found that all three models had related tasks rated high in difficulty as well as tasks rated low in difficulty. Model-specific tasks from all B-52s were found to be of similar difficulty. Thus the differences in JDIs among line gunner job types and clusters is a reflection of the number of tasks the different gunner job types perform.

TABLE 25

JOB DIFFICULTY INDICES FOR FUNCTIONAL GROUPS

GROUP	JDI
B-52D GUNNERS	13.9
B-52D WING MANAGERS	19.1
B-52D LINE GUNNERS	13.4
B-52G GUNNERS	12.3
B-52G WING MANAGERS	17.2
B-52G LINE GUNNERS	11.7
B-52 G & H MODEL INSTRUCTORS	17.9
UPGRADE MONITORS	16.3
B-52H GUNNERS	11.4
B-52H WING MANAGERS	19.4
B-52H LINE GUNNERS	9.8
B-52H SQUADRON GUNNERS	17.0
STAFF MANAGERS	11.5

COMPARISON OF SURVEY DATA TO CAREER LADDER DOCUMENTS

AFR 39-1 Specialty Descriptions

Survey data were compared to the AFR 39-1 Specialty Descriptions, dated 1 June 1977. These descriptions are intended to give a broad overview of the duties and tasks various skill level personnel perform in the field.

Overall, the specialty job descriptions give a good, comprehensive overview of the jobs performed by career field members. Nevertheless, the 3- and 5-skill level description may warrant further consideration. Paragraph 2c of the 3- and 5-skill level description indicates that the 3-skill level incumbent "conducts on-the-job training in the operation of defensive aerial gunnery systems and allied components". However, as indicated in Table 26, almost no 3-skill level personnel have a major active part in training. Therefore, a revision or reorganization of the job specialty descriptions may provide a more precise delineation of 3- and 5-skill level jobs in this career field.

Specialty Training Standards

A review of the 111X0 STS was accomplished to compare task list items with the job standards for each DAFSC. In September 1978, personnel from the 4017th CCTS at Castle AFB and the 4018th CCTS at Carswell AFB cross-referenced the September, 1977 111X0 STS with the current inventory. Each of the STS sub-paragraphs containing task knowledge and performance requirements for the 3-skill levels were evaluated in terms of percent members performing related inventory tasks. STS paragraphs containing general information or having only subject matter knowledge were not evaluated. Overall, the STS provided a good overview of the jobs performed by 5-, 7- and 9-skill level personnel with no major discrepancies discovered.

However, the annotation of forms concerning mission accomplishment, simulator use, and standardization or evaluation may warrant inclusion in the STS as large percentages of the 5-, 7-, and 9-skill levels are working with such forms (See Table 27). Likewise, some ground simulation tasks and cruise and emergency procedure tasks may also warrant inclusion in the STS (See Table 27).

TABLE 26

PERCENT MEMBERS PERFORMING SELECTED TRAINING TASKS BY SKILL LEVELS

TASKS		DAFSC 11130 (N=24)	DAFSC 11150 (N=151)	DAFSC 11170 (N=154)	DAFSC 11196 (N=102)
D2	ADVISE UNIT GUNNERS OF LATEST EQUIPMENT MODIFICATIONS OR PROCEDURES	0	11	33	64
D5	CONDUCT CONTINUATION TRAINING	0	16	28	58
D6	CONDUCT INITIAL CONTINGENCY QUALIFICATION TRAINING	0	5	14	18
D7	CONDUCT INITIAL QUALIFICATION TRAINING	0	5	29	31
D8	CONDUCT INSTRUCTOR UPGRADE TRAINING	0	5	19	41
D12	COUNSEL STUDENTS ON TRAINING PROGRESS	0	16	39	56
D22	EVALUATE PROGRESS OF STUDENTS	0	10	45	52
D25	INITIATE OR DIRECT FLIGHT TRAINING PROGRAMS	0	5	15	48
D26	INITIATE OR DIRECT GROUND TRAINING PROGRAMS	0	6	20	55
D18	DEVELOP TESTS FOR EVALUATING AIRCREW TRAINING PROGRESS	0	10	34	41
D13	DEMONSTRATE HOW TO LOCATE TECHNICAL REQUIREMENTS	0	15	41	42

TABLE 27

TASKS PERFORMED BY DAFSC GROUPS BUT NOT INCLUDED IN THE STS (PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 11150	DAFSC 11170	DAFSC 11190
E27	UPDATE OR ANNOTATE MISSION ACCOMPLISHMENT REPORT (MAR) FORMS	61	72	74
E29	UPDATE OR ANNOTATE SIMULATOR RECORD FORMS	27	40	41
E31	UPDATE OR ANNOTATE STUDENT EVALUATION FORMS	10	40	38
E32	UPDATE OR ANNOTATE TRAINING ACCOMPLISHMENT AND PROGRESS REPORT (TAPR)	22	53	63
I9	OPERATE HIGH FREQUENCY (HF) RADIOS	63	61	66
I10	OPERATE ULTRA-HIGH FREQUENCY (UHF) RADIOS	71	75	69
I65	PERFORM WPR CHECKLIST PROCEDURES FOR NUCLEAR WEAPONS ON B-52G OR B-52H	54	56	43
N3	PARTICIPATE IN MONTHLY SAFETY MEETINGS	87	90	82
N9	PERFORM NAVAL VESSEL RECOGNITION PRACTICE	39	34	29
N10	PERFORM OR PRACTICE LIFE SUPPORT EQUIPMENT OPERATING PROCEDURES	85	81	84
O25	PERFORM OR PRACTICE EMERGENCY BOMB RELEASE PROCEDURES	47	42	40
O28	PERFORM OR PRACTICE EMERGENCY MANUAL OPERATION OF AIR REFUELING VALVES	34	37	42

DISCUSSION

This analysis of the defensive aerial gunner is the first such survey of the career field to be completed. Generally, defensive aerial gunners spend a majority of their time in flying or alert related tasks and duties, with the only exception to the rule being gunners in management positions. Primarily, the gunners organize around the model B-52 they fly in and the fire control system they operate. As gunners advance to upper DAFSC groups and more senior TAFMS groups, the amount of time they spend flying decreases slowly as they pick up instructional, supervisory, and managerial duties.

Career field documents, the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS), are good supporting documents although both warrant additional attention. The documents are generally accurate in describing the tasks performed and the job groups identified.

Job satisfaction data for the career field, in terms of job interest, perceived utilization of talents and training, and reenlistment intentions approximate normative data for this area but varies widely among the functional job groups identified. Specifically, job satisfaction data for line gunner groups in all the B-52 gunner clusters are lower than the remainder of the career field groups and the normative data for this area.

The career field is a very stable one and need not be resurveyed in the near future.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP019, B-52D GUNNERS

NUMBER IN GROUP: 103 PERCENT OF SAMPLE: 23%

GROUP DIFFERENTIATING TASKS:

TASKS

G6	PERFORM INTERIOR INSPECTION ON B-52D GUNNER COMPARTMENTS
H4	PERFORM BEFORE ENGINE START PROCEDURES ON B-52D
I19	PERFORM BONUS DEAL PROCEDURES ON B-52D OR B-52G
L13	PERFORM POSTFLIGHT WALKAROUND INSPECTIONS ON B-52D
L18	PERFORM STRANGE FIELD DISARMING PROCEDURES ON B-52D

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	23
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	15
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	9
F	MISSION PLANNING	8
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	8
M	PERFORMING ALERT PROCEDURES	7
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	7
G	PERFORMING PREFLIGHT PROCEDURES	5
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4

GROUP ID NUMBER AND TITLE: GRP051, B-52D MANAGERS

NUMBER IN GROUP: 11 PERCENT OF SAMPLE: 2%

GROUP DIFFERENTIATING TASKS:

TASKS	
A9	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)
B2	CONDUCT OR PARTICIPATE IN STAFF MEETINGS
B9	DRAFT CORRESPONDENCE
D2	ADVISE UNIT GUNNERS OF LATEST EQUIPMENT MODIFICATIONS OR PROCEDURES
E16	PREPARE RECOMMENDATION FOR CHANGE OF PUBLICATION (FLIGHT PUBLICATIONS) FORMS (AF FORM 847)
L7	PERFORM AFTER LANDING PROCEDURES ON B-52D

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	16
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	12
D	TRAINING	12
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	8
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	7
F	MISSION PLANNING	7
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	7
B	DIRECTING AND IMPLEMENTING	7
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	6
A	ORGANIZING AND PLANNING	5

GROUP ID NUMBER AND TITLE: GRP046, B-52D LINE GUNNERS

NUMBER IN GROUP: 87 PERCENT OF SAMPLE: 20%

GROUP DIFFERENTIATING TASKS:

TASKS

G4 PERFORM AMMUNITION ACCESS BAY OR DOOR CHECKS ON B-52D
H1 PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES ON B-52D
H18 PERFORM OR REPORT CABIN PRESSURIZATION CHECKS ON B-52D
I3 OPERATE B-52D FCS IN NORMAL MODES
L21 PERFORM VISUAL CLEARING OR RADAR MONITORING PROCEDURES OF AIRCRAFT DURING TAXIING OR TOUCH AND GO LANDINGS ON B-52D

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	25
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	15
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	9
M	PERFORMING ALERT PROCEDURES	9
F	MISSION PLANNING	8
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	8
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	7
G	PERFORMING PREFLIGHT PROCEDURES	5
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4

GROUP ID NUMBER AND TITLE: GRP025, B-52G GUNNERS

NUMBER IN GROUP: 158 PERCENT OF SAMPLE: 36%

GROUP DIFFERENTIATING TASKS:

TASKS	
G7	PERFORM INTERIOR INSPECTION ON B-52G
H2	PERFORM AFTER ENGINE START/BEFORE TAKEOFF PROCEDURES ON B-52G
H13	PERFORM CLIMB PROCEDURES ON B-52G OR B-52H
I4	OPERATE B-52G FCS IN ALTERNATE MODES
L8	PARTICIPATE IN CREW OPERATIONS DEBRIEFINGS

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	24
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	15
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	10
M	PERFORMING ALERT PROCEDURES	9
F	MISSION PLANNING	9
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	6
G	PERFORMING PREFLIGHT PROCEDURES	5
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	5
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4

GROUP ID NUMBER AND TITLE: GRP043, B-52G MANAGERS

NUMBER IN GROUP: 15 PERCENT OF SAMPLE: 3%

GROUP DIFFERENTIATING TASKS:

TASKS

B2	CONDUCT OR PARTICIPATE IN STAFF MEETINGS
B12	IMPLEMENT COST REDUCTION PROGRAMS
C1	ANALYZE MISSION REQUIREMENTS
D10	CONDUCT CONFERENCES OR BRIEFINGS
D27	PERFORM TRAINING CRITIQUES
L11	PERFORM FCS POSTFLIGHT PROCEDURES ON B-52G

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPEN BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	24
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	10
D	TRAINING	10
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	8
F	MISSION PLANNING	7
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	7
B	DIRECTING AND IMPLEMENTING	6
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	6
A	ORGANIZING AND PLANNING	5

GROUP ID NUMBER AND TITLE: GRP045, B-52G LINE GUNNERS

NUMBER IN GROUP: 140 PERCENT OF SAMPLE: 32%

GROUP DIFFERENTIATING TASKS:

TASKS

H5	PERFORM BEFORE ENGINE START PROCEDURES ON B-52G
H16	PERFORM EQUIPMENT INTERFERENCE CHECKS ON B-52G
I6	OPERATE B-52G FCS IN NORMAL MODES
I12	PERFORM AFTER LEVEL OFF OR ON WATCH PROCEDURES ON B-52G
M5	PERFORM AIRCRAFT COCKING PROCEDURES ON B-52G

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	24
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	15
M	PERFORMING ALERT PROCEDURES	10
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	10
F	MISSION PLANNING	10
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	9
G	PERFORMING PREFLIGHT PROCEDURES	7
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	6
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	5

GROUP ID NUMBER AND TITLE: GRP029, B-52G&H INSTRUCTORS

NUMBER IN GROUP: 49 PERCENT OF SAMPLE: 11%

GROUP DIFFERENTIATING TASKS:

TASKS

D1 ADMINISTER OR SCORE TESTS
D20 EVALUATE LESSON PLANS FOR COMBAT CREW TRAINING COURSES
D27 PERFORM TRAINING CRITIQUES
I13 PERFORM AFTER LEVEL OFF OR ON WATCH PROCEDURES ON B-52H
I17 PERFORM AIR REFUELING PROCEDURES ON UNMODIFIED B-52H

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	20
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	18
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	11
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	8
D	TRAINING	8
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	7
F	MISSION PLANNING	5
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	4
G	PERFORMING PREFLIGHT PROCEDURES	4

GROUP ID NUMBER AND TITLE: GRP013, UPGRADE MONITORS

NUMBER IN GROUP: 13 PERCENT OF SAMPLE: 3%

GROUP DIFFERENTIATING TASKS:

TASKS

B2 CONDUCT OR PARTICIPATE IN STAFF MEETINGS
B21 PREPARE OR INDORSE AIRMAN PERFORMANCE REPORTS (APR)
B9 DRAFT CORRESPONDENCE
E13 PREPARE TRAINING RECORDS, FORMS, OR REPORTS
E24 PREPARE WORK ORDERS OR REPORTS

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
D	TRAINING	17
J	IDENTIFYING MD-9 AND ASG-15 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	14
A	ORGANIZING AND PLANNING	12
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	11
B	DIRECTING AND IMPLEMENTING	10
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	7
F	MISSION PLANNING	8
C	INSPECTING AND EVALUATING	5
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	4
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4

GROUP ID NUMBER AND TITLE: GRP012, B-52H GUNNERS

NUMBER IN GROUP: 104 PERCENT OF SAMPLE: 23%

GROUP DIFFERENTIATING TASKS:

TASKS

I39 PERFORM HHCL PROCEDURES ON B-52H
I58 PERFORM SIMULATED CONTINGENCY COMBAT ENVIRONMENT EXERCISE CRUISE PROCEDURES ON B-52H
I68 SELECT OPTIMUM MODE FOR B-52H FCS OPERATION
K13 IDENTIFY LOCK-ON OCCURS TO BOTTOM OR TOP OF SCOPE MALFUNCTIONS ON B-52H
K21 IDENTIFY ONE RANGE SWEEP NOT VISIBLE OR VIDEO LOSS MALFUNCTIONS ON B-52H

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	20
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	17
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	9
M	PERFORMING ALERT PROCEDURES	9
F	MISSION PLANNING	9
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	6
G	PERFORMING PREFLIGHT PROCEDURES	5
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	5
D	TRAINING	4

GROUP ID NUMBER AND TITLE: GRP020, B-52H WING MANAGERS

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: 2%

GROUP DIFFERENTIATING TASKS:

TASKS

A1	ACT AS TRAINING ADVISOR AT STAFF LEVEL
A5	DETERMINE MISSION PRIORITIES
D22	EVALUATE PROGRESS OF STUDENTS
F7	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS
L12	PERFORM FCS POSTFLIGHT PROCEDURES ON B-52H

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
D	TRAINING	18
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	11
A	ORGANIZING AND PLANNING	10
B	DIRECTING AND IMPLEMENTING	9
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	8
F	MISSION PLANNING	8
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	7
C	INSPECTING AND EVALUATING	6
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	5

GROUP ID NUMBER AND TITLE: GRP061, B-52H LINE GUNNERS

NUMBER IN GROUP: 80 PERCENT OF SAMPLE: 18%

GROUP DIFFERENTIATING TASKS:

TASKS

I33	PERFORM FIREOUT PROCEDURES ON B-52H
I61	PERFORM STATION CHECKS ON B-52H
K1	IDENTIFY ANTENNA FAILURE TO MOVE TO DETECT TARGET MALFUNCTIONS ON B-52H
K8	IDENTIFY EXCESSIVE NOISE PRESENTATION MALFUNCTIONS ON B-52H
K15	IDENTIFY LOW PRESSURE MALFUNCTIONS ON B-52H

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	21
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	18
M	PERFORMING ALERT PROCEDURES	11
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	10
F	MISSION PLANNING	10
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	7
G	PERFORMING PREFLIGHT PROCEDURES	6
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	5
N	PERFORMING RECURRING GROUND SIMULATION PROCEDURES	4

GROUP ID NUMBER AND TITLE: GRP070, SQUADRON MANAGERS

NUMBER IN GROUP: 10 PERCENT OF SAMPLE: 2%

GROUP DIFFERENTIATING TASKS:

TASKS

A14 PLAN OR PREPARE BRIEFINGS
E26 UPDATE OR ANNOTATE AIRCRAFT FORMS
F13 REVIEW BOMB RUN TIMING OR OFFSET CHECKS WITH NAVIGATORS
K10 IDENTIFY FAILURE OF FUTURE RANGE YARDS METER MALFUNCTIONS ON B-52H
K17 IDENTIFY MANUAL GATE WIDTH MALFUNCTIONS ON B-52H

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
I	PERFORMING CRUISE OR LOW LEVEL PROCEDURES	17
K	IDENTIFYING ASG-21 FIRE CONTROL SYSTEM (FCS) MALFUNCTIONS	13
D	TRAINING	10
F	MISSION PLANNING	8
L	PERFORMING DESCENT, LANDING, AND POSTFLIGHT PROCEDURES	8
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	7
O	PERFORMING ABNORMAL AND EMERGENCY PROCEDURES	7
A	ORGANIZING AND PLANNING	5
H	PERFORMING PRETAKEOFF, TAKEOFF, AND CLIMB PROCEDURES	5
B	DIRECTING AND IMPLEMENTING	5

GROUP ID NUMBER AND TITLE: GRP006, STAFF MANAGERS

NUMBER IN GROUP: 6 PERCENT OF SAMPLE: 1%

GROUP DIFFERENTIATING TASKS:

TASKS	
B5	DEVELOP OR IMPROVE OPERATIONAL METHODS OR PROCEDURES
B10	DRAFT OR REVISE JOB DESCRIPTIONS
B13	IMPLEMENT RESOURCES PROTECTION PROGRAMS
C3	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES
C21	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS

TIME SPENT ON DUTIES:

DUTY		AVERAGE TIME SPENT BY ALL MEMBERS
B	DIRECTING AND IMPLEMENTING	27
A	ORGANIZING AND PLANNING	22
C	INSPECTING AND EVALUATING	20
D	TRAINING	19
E	PREPARING AND MAINTAINING FORMS, RECORDS, AND REPORTS	9